



Job Announcement - Trail Crew Leader (seasonal)

Position Title: Trail Crew Leader

Reports to: Executive Director

Location: BMLT's office is located in Walla Walla, WA. The candidate will work from the Walla Walla office occasionally but will primarily work outdoors, maintaining and improving trails on public lands in Southeast Washington and Eastern Oregon. Work parties take place in the Umatilla, Wallowa Whitman, and Malheur National Forests.

Position status: Full-time, seasonal (Start date: as soon as possible. Trail season: April - October 1st)

Salary range: \$20-25/hr, 30-40 hours a week

Posting date: February 27, 2024

Application deadline: Open until filled; applications will be accepted and reviewed on a rolling basis.

Job Summary

Blue Mountain Trust (BMLT) is searching for a seasonal Trail Crew Leader who enjoys working with volunteers and is committed to improving access and conditions of trails on public lands across southeast Washington and Eastern Oregon. This individual will lead our BMLT Blues Crew work parties throughout the 2024 season.

We are looking for a motivated leader to coordinate, support, and guide our volunteer work parties on public lands with integrity, enthusiasm, and insight. The Trail Crew Leader will work closely with the BMLT Blues Crew volunteer leaders, the executive director, and other staff to improve regional trails and ensure a safe experience for all participants.

About Blue Mountain Land Trust

Protecting the land you love. Forever. Blue Mountain Land Trust (BMLT) is a nationally accredited land trust working in southeastern Washington and Eastern Oregon. Our mission is to protect the scenic, natural, and working lands of the Blue Mountain region through conservation and stewardship and connect communities to nature through education and recreation. Since our founding in 1999, we have acquired 21 conservation easements and one fee title property, protecting over 23,300 acres.

Our team is passionate, collaborative, curious, and committed to conserving clean water, open spaces, vital habitat, healthy soils, and livelihoods for agricultural communities across the Blue Mountain region.

We work to:

- Safeguard our community's agricultural heritage
- Protect critical spawning streams for native fish
- Preserve important wildlife corridors
- Connect people with the land and its abundant natural resources
- Improve access to outdoor recreation with trail maintenance.
- Expand environmental education offerings across the Blues for children, families, and adults.
- Help present and future communities thrive

Job Role & Responsibilities

Work Parties

- Participate in and ensure pre-work party briefings and debriefings on safety, expectations, and scope of work are done at each work party.
- Establish a safe, fun and inclusive environment for participating volunteers of diverse backgrounds, including ensuring that all participants follow safety protocols for the duration of the work party.
- Ensure each work party has the appropriate tools, detailed work plan, and refreshments for volunteers.
- Support, motivate and train volunteers to complete a variety of trail projects, including annual maintenance, brushing and tread work, construction of new trails, retaining walls, etc.

Preparing and Planning

- Prepare for work parties by communicating with Blues Crew volunteer leaders, BMLT staff, land managers and volunteers to ensure all parties are prepared for the upcoming work.
- Plan the scope of work for each work party and determine materials and time needed for completion.
- Identify additional work party opportunities, as possible, and collaborate with the marketing and communications director on work party announcements and details.
- Identify and coordinate with regional partners, such as other volunteer groups, local universities, and others to engage volunteers to join work parties.

Documentation

- Document any incidents affecting the safety, health, and well-being of volunteers. Report any incidents to the executive director and appropriate land manager.
- Ensure all participants complete and submit annual liability release forms prior to each work party.
- Track any expenses and provide receipt documentation to BMLT's executive director and finance team.
- Provide digital photo documentation of project progress and volunteer engagement.
- Prepare a summary report after each work party, including capturing work completed, hours of volunteer contribution, photos of the work party, and any other important information. Provide the summary report to all involved stakeholders, including the trail land owner.

Desired Experiences, Skills & Attributes

Qualifications for this position can come from professional and/or lived experiences. Below, we describe important qualifications for a candidate while remaining open to diverse experiences that can lead to these skill sets. We strongly encourage anyone who feels passionate about this work to apply.

Don't check off every box in the qualifications and skills section? Please consider applying anyway. Studies have shown that marginalized communities, such as women, LGBTQ+, and people of color, are



less likely to apply for jobs unless they meet every single qualification. We are dedicated to building an inclusive, diverse, equitable, and accessible workplace that fosters a sense of belonging.

- Strong commitment to BMLT's mission.
- Experience working and building relationships with people of different backgrounds and a wide range of perspectives, views, and ideas. Strong sense of ethics, integrity, and commitment to DEIJ principles.
- Two or more years of experience with trail crews, conservation corps, or similar work.
- One or more seasons of experience building or maintaining hiking trails, rock retaining walls, or other projects related to trail maintenance.
- Experience working with groups of people and fostering safe and inclusive environments for all participants.
- Excellent interpersonal, verbal and written skills and attention to detail.
- Ability to work individually and collaboratively with a team, lead colleagues and volunteers.
- Experience working in remote backcountry settings and comfort with camping and working for extended periods of time in the outdoors.
- First Aid Certification, Wilderness First Aid Certification or similar training is preferred.

ADA Requirements/Working Conditions

- Valid, insurable driver's license and clean driving record. Ability to regularly travel throughout BMLT's 11-county service area, often to remote locations, for site visits to properties and project meetings. BMLT has a work vehicle for use and offers mileage reimbursement at State Government rates for personal vehicle use.
- Flexibility to work weekends or evening hours on an as-needed basis.
- Field work is performed outdoors in conditions that include steep and rough terrain, dense vegetation, inclement weather, and on muddy, uneven, or rocky surfaces. Position requires regular physical exertion, such as hiking, crouching, stooping, reaching, or other similar activities.
- Ability to lift up to 30 lbs.
- Ability to hike long distances over difficult terrain and in inclement weather conditions.

Compensation and Benefits

The compensation for this position is \$20-25 per hour, dependent upon experience. BMLT provides safety equipment, including a hard hat, protective eyewear, gloves, and work party tools, radio, and first aid equipment. A BMLT vehicle may be available for use for transportation to some work parties. Reimbursement for mileage at the IRS reimbursement rate will be provided for any mileage incurred on a personal vehicle.

You will be supported by our team in the onboarding process and throughout your tenure. A monthly cell phone stipend will be provided.

To Apply:

Please upload a cover letter highlighting what you would bring to this position, a resume, and 2-3 references as a single PDF to the application form for the "Trail Crew Leader (seasonal)" position on our website: www.bmlt.org. Incomplete applications will not be considered.

**The Selection Process:**

We will be reviewing applications on a rolling basis. Only candidates selected for an interview will be contacted. The position is open until filled.

Blue Mountain Land Trust is an Equal Opportunity Employer and is committed to cultivating an inclusive work environment. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws.